

Utah SIP3 Work plan: February 1, 2015 to January 31, 2017

Project Title: Utah Nurse Residency Expansion and Breakthrough to Baccalaureate Initiative

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IOM RECOMMENDATION #3: Implement Nurse Residency Programs

IOM 3 - Goal #1: To increase the number of formalized, evidence-based, yearlong, residency programs (from 7 to 14) in Utah supporting registered nurses in the transition into practice.

Objectives	Action Steps	Target Date	Responsible Person	Deliverables	
				18-Month	24-Month
1.1 Expand the statewide network of RN Residency Program partners (from schools of nursing and hospitals)	1.1a Identify additional lead partners and convene first quarterly meeting of the RN Residency Coordinators Committee.	Feb. 2015	Project Director and UACH Co-leads	Leads identified at each site with all contact information	1.1a Documentation of all leadership changes
	1.1b Expand new nurse residency programs in all hospital systems, using tool kit, SharePoint site.	July 2016	Project Director and Ed./Practice Leads	Seven new hospital sites with data completed	Total of 14 new sites with data completed
	1.1c Using data collection models from the SIP 1 grant. Complete REDCap data collection for all existing SIP 1 programs.	Jan 2017	Same as above	Action plans and data collection in place at new sites	Data Collection complete in all sites
	1.1d Recruit and retain racial, gender, ethnic and geographically diverse nurse residents.	On-going	Project Director and Ed./Practice Leads		Final report on increase in diversity and best practices disseminated
1.2 Enhance the consistency and quality of the RN Residency	1.2a Strengthen existing nurse residency curriculum to expand leadership development, diversity and cultural inclusion, evidence-based practice project and inter-professional learning opportunities.	Dec. 2015	Project Director and Ed./Practice Leads	New curriculum and learning experiences in place	Final report on curriculum evaluation and lessons learned disseminated

Objectives	Action Steps	Target Date	Responsible Person	Deliverables	
				18-Month	24-Month
Program curriculum	1.2b Develop a leadership internship for promising residents in the later stages of the yearlong residency.	Sept. 2016	Same as above	Will be piloted at two nurse residency sites.	Final Report Due
	1.2c Collect core data set and conduct evaluation of new and existing programs.				Data Collection Complete

IOM 3 - Goal #2: To design and develop a yearlong, APRN Residency/Fellowship program for new APRN graduates with pilot testing in at least one selected health care delivery system in Utah.

Objectives	Action Steps	Target Date	Responsible Person	Deliverables	
				18-Month	24-Month
2.1 Research, plan and develop an APRN Residency/Fellowship Program for New APRN Graduates	2.1a Identify and convene Steering Committee members from practice (University Healthcare, Intermountain Healthcare and FQHCs) and education partners (U of U, BYU, Westminster).	May 2014	Project Director and UACH Co-leads	Steering committee in place	Same as 18 months
	2.1b Conduct an environmental scan and literature review of existing APRN Fellowship Programs nationally and identify best models and practices for Utah.	Sept. 2014	Project Director and Steering Committee	Practice and education leads identified with all contact information	Documentation of all Leadership Changes
	2.1c Develop curriculum, mentorship model, data collection measures and evaluation model.	Jan. 2015	Project Director and Steering Committee	Annual written report completed	Final written report completed
2.2 Implement and evaluate an APRN Residency/	2.2a Select pilot site to implement new APRN Fellowship program	July 2015	Project Director and Steering Committee	Curriculum resources and data collection system completed	One new APRN Fellowship Beginning Operations

Fellowship Program	2.2b Recruit and retain racial, gender, and ethnic diversity participants in the APRN fellowship.	August 2015	Project Director and Steering Committee	Action plan and data collection in place	Final report on APRN Fellows diversity completed
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IOM RECOMMENDATION #4: Increase Proportion of Baccalaureate Prepared Nurses to 80 percent by 2020

IOM 4 - Goal #1: Increase the Proportion of BS Prepared RNs in the Utah Workforce by developing the AD Early Assurance Option.

Objectives	Action Steps	Target Date	Responsible Person	Deliverables	
				18-Month	24-Month
1.1 Draft plan for the AD Early Assurance Option with the ALC	1.1a Form Planning Committee of UONL-ALC representatives (Nursing deans and directors). Plan specifics of the AD Early Assurance program.	August 2015	Project Director and ALC members	Research completed and disseminated to partners	Same as 18 months
	1.1b Draft final plan for early assurance and seamless transition from AD to BS. Get approval from the UONL-ALC and plan specific recruitment strategies for racial and ethnically diverse students.	Nov. 2015	Project Director and Planning Committee members	Final plan written and approved	Same as 18 months
1.2 Implement AD Early Assurance Option	1.2a Convene a meeting with all AD and BS Completion nursing schools to introduce the program.	Jan. 2016	Project Director and ALC members	Meeting held with all partners	Same as 18 months
	1.2b Obtain agreement to launch at least 3 AD programs paired with at least one BS Completion program.	June 2016	Project Director and ALC members	At least 3 AD programs linked to one or more BS completion programs.	Program operational and 20-30% of students participating
1.3 Evaluate AD Early Assurance Option	1.3a Obtain AD-BS demographic, student completion and satisfaction data. Conduct program evaluation.	Dec. 2016	Project Director and UMEC Coordinator		

IOM 4 - Goal #2: Increase the Proportion of BS Prepared RNs in Utah’s Workforce by Launching the “Breakthrough to Baccalaureate” (BTB) Campaign

Objectives	Action Steps	Target Date	Responsible Person	Deliverables	
				18-Month	24-Month
2.1 Draft plan for the BTB Campaign with the UONL- ALC.	2.1a Form an Advisory Committee with hospital and education representatives from around the state.	Sept. 2015	Project Director, UONL- ALC Members	Research completed and disseminated to partners	Same as 18 months
	2.1b Conduct survey to review/compare BS completion programs prerequisites, costs, accessibility and availability.				
2.2 Design and launch BTB campaign.	2.2a Mitigate/resolve barriers to BS completion. Draft final plan and get approval from the UONL-ALC and hospital representatives.	Dec. 2015	Project Director, UONL- ALC Members	Final BS Completion campaign plan written and approved	Same as 18 months
	2.2b Convene a meeting with BS Completion programs in the state and hospitals to introduce the program, marketing campaign and employee options.	March 2016	Project Director, UONL- ALC Members		
2.3 Market and recruit diverse AD prepared nurses in Utah.	2.3a Develop messages and media materials for BTB campaign.	June 2016	Project Director, UONL- ALC Members	Sites selected and operational	Final report prepared on evaluation of program
	2.3b Secure agreement to launch campaign at 1-2 hospitals				
2.4 Evaluate impact of BTB campaign	2.4a Obtain BS completion enrollment statistics, demographic profiles and program satisfaction/evaluation data.	Dec. 2016	Project Director	Evaluation plan completed	Final report completed
	2.4b Create certificates and provide pins for RNs graduating with BS degree.	Dec. 2016	Same as above		Graduates given pins and certificates

Diversity Goal #3: Increase the diversity of nursing faculty, nursing students and the entire RN workforce in Utah.

Objectives	Action Steps	Target Date	Responsible Person	Deliverables	
				18-Month	24-Month
3.1 Increase minority students and nurse faculty in Utah nursing programs.	3.1a Form a diversity recruitment task force with representatives from nursing programs around the state (include CNAs also).	Sept. 2015	Project Director, UONL- ALC Members	Taskforce formed and research completed.	10% increase in number of diverse nursing students enrolled.
	3.1b Review data related to diversity recruitment and discuss best practices.				
	3.1c Develop marketing materials to increase minority and overall student enrollment	Dec. 2015	Project Director, UONL-ALC Members	Educate counselors in high schools with high minority population. Develop pamphlet and/or website.	Same as 18 months.
3.2 Support work of newly chartered Utah Hispanic Nurses Chapter.	3.2a Convene a meeting with UHN leadership council to: <ul style="list-style-type: none"> • expand membership • develop student recruitment program. 	March 2016	Project Director, UHN Officers	New chapter approved and launch with recognition at national convention.	At least 10 new chapter members inducted.
	3.2b Create position on UACH Coordinating Council for new UHN chapter president.	Dec. 2015	Project Director, UHN	Meetings held with new UHN chapter officers and new UACH slot created.	Same as 18 months.

3.3 Develop a diverse mentors program for BS completion students.	3.3a Work with UONL board and UHN officers to recruit and train Mentors.	Dec. 2016	Project Director UONL board and UHN Officers	Pilot programs selected and operational.	Evaluation and refinement of program completed. Final report completed.
	3.3b Work with BS completion programs in the state to implement mentors program for students from diverse backgrounds.				
3.4 Track and collect data related to expanded diversity definition.	3.4a Work with UMEC to add collection of data related to number of rural RNs and APRNs, as well as first generation college students entering nursing to statewide data set.	Dec. 2016	Project Director, UMEC Director	Data set and survey revised.	Data collection completed, reflecting a 5-10% increase in diversity of RN workforce.